



EDC Small Businesses awarded over \$4.8 Million in Grants

By Laurel Brent-Bumb, C.E.O., El Dorado County Chamber
The Small Business Retention Workgroup, comprised of the El Dorado County Chamber of Commerce, El Dorado Hills Chamber of Commerce, Lake Tahoe South Shore Chamber of Commerce, El Dorado County Economic Development Department and various other entities formed in March of this year to provide advocacy and strategies for the small business communities of El Dorado County. As the COVID 19 pandemic impacted our communities, the workgroup has met weekly with awareness that the small businesses of our county are the backbone of our community, employing neighbors and lead by individuals who call El Dorado County home.

As part of the congressional CARES ACT passed in April, a component of the act was disbursed to El Dorado County to mitigate effects of the pandemic. With the leadership of the county Board of

Supervisors, a portion of funding was earmarked for small business support. The parameters of the funding was defined by the Small Business Retention Workgroup with the El Dorado Community Foundation acting as the coordinating body for applications and the agency to contact for questions.

In August the grant application process opened. Over 300 small business applied before the deadline date of September 3rd. After review the workgroup awarded 290 small business grants for over \$4.8 million.

The impact of these grants are assisting the small business community of El Dorado County providing them the opportunity to thrive, to employ our friends and families and to serve this great place we call home. Please be sure this holiday season to remember our local businesses when you shop. They are the people that support your kids little league, the local non-profits and they are your neighbors.

Make it a Family Tradition!

The Christmas tree season begins the day after Thanksgiving and ends on Christmas Eve, though some farms close early due to a limited supply of mature trees. If you can, come on a weekday—you'll avoid the crowds. Remember that December days are short, so you should plan to cut your tree by 4:30 p.m.
choosendcut.com

UCAN UPDATE

- UCAN- Membership Survey Summary
Top Issues impacting your bottom line
- Taxes 69%
 - Regulations 37%
 - CABizClimate 30%
 - Wage mandates 29%
 - HR/Labor compliance 24%
- How will AB 5 impact your business? (Independent Contractor)**
- Positively 4%
 - Negatively 58%
 - No impact 38%
- 2020 Ballot Measures: Split Roll Tax**
- Support 9%
 - Oppose 84%
 - No opinion 7%
- UCAN- 2020 Policy Agenda**
- * Reduce our tax burden
 - * Remove regulatory barriers
 - * Encourage employment
 - * Improve California's business climate
 - * Oppose Split Roll Tax Measure on November Ballot
 - * Reduce barriers to housing construction
 - * Transition our homeless neighbors to self sufficiency
- UCAN Priority Bills**
- * SB 1383 (Jackson) re: Paid Family Leave – UCAN OPPOSE
Passed in Assembly, signed by Governor
Includes mediation option for businesses 5-20 employees. Expires in 2024.
 - * AB 1659 (Bloom) re: Ratepayer funding for fire safety – UCAN OPPOSE
Held in Senate Appropriations
Budget Trailer re: Fire Safety Forest Management – UCAN SUPPORT
Never called. Sen. Nielsen will bring back in January.
 - * SB 1457 (Borgeas) re: Small Business Relief, State Agencies – UCAN SUPPORT
Held in Assembly Appropriations.
Sen. Borgeas plans to reintroduce.
 - * AB 3279 (Friedman) re: CEQA reform – UCAN SUPPORT
Held in Senate Appropriations
 - * SB 939 (Wiener) re: Commercial Leases – UCAN OPPOSE
Held in Senate Appropriations
 - * SB 806 (Grove) re: Repeal AB 5 – UCAN SUPPORT
Failed in Senate Labor (4-1)

CALENDAR OF EVENTS

- Apple Hill**
The Apple Hill Growers look forward to welcoming visitors to our farms and wineries this harvest season. During this challenging time with COVID-19 in our midst, we want you to know that your health and safety, and that of our employees is of utmost importance. As such, visits to our facilities will look and feel different this year as we implement protocols in accordance with California Industry Guidance for COVID-19 operations. In planning for your visit, we ask that you bring a mask and plan to keep groups to your household members only. For our part, we are making sure that our facilities are set up to allow for appropriate social distancing in all areas, include additional sanitation measures, require that employees wear protective masks, and offer safe payment options. Some farms and wineries are taking reservations for visits and U-Pick activities, or may have additional measures in place for our business weekends in October. As you make your plans to visit, we recommend that you check member websites, social media, or call ahead for any last-minute details to ensure a fun and successful experience. <https://applehill.com/>
- Community Observatory**
Folsom Lake College-El Dorado Center, Campus Dr. Free. Fridays, Saturdays, and Sundays 7:30pm – 9:30pm. (530) 642-5621 or communityobservatory.com
- SOL Community Farmers' Market**
9 a.m. – 1 p.m. Weekly on Sunday. Community Farmers' Market featuring Local, Organic Farms, quality Artisans, excellent Food, Iced Drinks and Wine.
- Carol Tuttle & the Jazz Trio at Smith Flat House**
Weekly on Sunday, 6 p.m. – 7 p.m. 2021 Smith Flat Road Placerville. (530) 621-1003 or email sfh.eventcenter@gmail.com, <https://www.smithflathouse.com/events/carol-tuttle-and-the-jazz-trio>
- Fair Market at El Dorado County Fairgrounds & Event Center**
Weekly on Fridays, 4 p.m. – 7:30 p.m. Certified produce, handcrafts and re-purposed items. El Dorado County Fair & Events Center at (530) 621-5860 for more info. <http://eldoradocountyfair.org/>
- El Dorado Western Railroad**
Come join us Sundays from the El Dorado Station (off Oriental St.) for a train ride to from the Station to Missouri Flat Rd. The train departs at 10, 11, 12, and 1. The ride runs around 40 minutes. Recommended donations are \$8 for those 9 and older and \$3 for those 3 to 8. We are practicing COVID precautions, so masks and social distancing are required in the station area and onboard the train. Our cars are set up with a plastic partition so that we can have up to 2 family units of 4 per car. Families of 5 to 8 persons will have the car to themselves. We are disinfecting our cars before and between runs. museum.edgov.us/el-dorado-western-railroad, or marty.cory@edcgv.us
- Nov 7 & 21 Wakamatsu Open Farm Days**
10 a.m. - 2 p.m. 941 Cold Springs Rd. Placerville. Site of the first Japanese colony in America, your self-guided walking tour of Wakamatsu Farm may include a stroll to Okei-san's 1871 gravesite and the grounds surrounding Charles Graner's original 1850's farmhouse. Take a trip around the lake on the 1.5-mile wheelchair-accessible trail, experience our NEW Nature Play Space or take a walk through the California Native Plant Demonstration Garden. Bring a picnic and chair to sit and relax. Volunteer docents will be on site to share information and answer questions about Wakamatsu Farm's human and natural history. Suitable for all ages and capabilities, points of interest are outdoors reached by dirt trail or unopened road over generally flat terrain. Seasonal produce and farm products will be available for purchase from FogDog Farm and Free Hand Farm, on site. All participants are required to wear a face covering if they are in close proximity to other visitors to the Farm, so please come prepared. Please do not come to the Farm if you have a fever over 100 degrees or are experiencing flu or cold-like symptoms. Amenities are limited, so plan for rugged outdoor leisure. Please manage your own trash and leave the land better than you found it. Steady rain or temperatures over 100 degrees will cancel. Check ARC's event calendar for updates. Suggested Donation: \$10 per vehicle. Please bring exact change or checks for donations. Buses and large vans are \$15 per person. All proceeds directly benefit Wakamatsu Farm. For private tours, please call 530-621-1224. Sign-ups at <https://app.donorview.com/04kz9>
- Nov 7 - 8 Fall/Holiday Fundraiser**
Saturday 10 a.m. – 5 p.m. & Sunday 11 a.m. – 4 p.m. Assistance League@ Sierra Foothills. Proceeds help homeless and disadvantaged children in El Dorado County. St. Stephens Church, 1001 Olsen Lane, El Dorado Hills. Free admission. Check out our Facebook page to preview some of our highlighted items or go to www.assistanceleague.org/sierra-foothills.
- November 8 Capturing Wakamatsu: A Poetry Walk/ Workshop**
10 a.m. - 12:00 p.m. Taylor Graham, El Dorado County's first Poet Laureate, and award-winning Sacramento-area poet Katy Brown, will lead an exploration of farmhouse, barn, and surroundings, then ask participants to write a poem inspired by what they've experienced. Any who wish may share their poems with the group and ARC. Children 8+ welcome with adult supervision. Contact ARC to sign up, and for meeting location (Gold Hill area). Suggested Donation: \$5/members, \$10/non-members. julie@ARCConsevery.org or 530-621-1224.
- Nov 13 Drive-Thru-Annual Crab & Chowder Gala**
Pick-up dinners between 5 - 7 p.m. Dinners may be purchased from our website or stop by the office. Servings for one include: 3.5 lbs fresh Dungeness crab, homemade clam chowder, fresh salad, bread, bib & cocktail sauce. Servings for two include same sides, but double the crab! \$48 per single serving, \$95 for double serving. Add a bottle of Boeger wine \$20. Live online auction beginning 8 a.m. Thurs - Ending Fri 8:30 p.m. <http://eldoradocountyfair.org/>
- Nov 22 Fall Bird Walk at Knickerbocker Creek**
7:30 a.m. - 12:00 p.m. Tim and Angela Jackson typically lead a bird walk here in the spring. We'll return to the same location in the fall to see what songbirds, raptors, and water birds are there now. Tim maintains a website (eldoradobirds.com) on birdwatching in El Dorado County. Angela is a local writer and photographer. This is a slow-paced, easy-moderate hike of 3-4 miles. Quiet, mature children 8+ welcome. Contact ARC to sign up and for meeting location (Cool area) Suggested donation: \$10/members, \$15/non-members. julie@ARCConsevery.org or 530-621-1224.
- Nov 27 Festival of Lights**
5:30 p.m. – 8 p.m., Presented by the Placerville Downtown Association. visit-eldorado.com/hometown-holiday-historic-main-street/
- For more information on these and other events, visit www.visiteldorado.com Event date, time, cost or locations are subject to change. Prior to attending an event please confirm the information.

Calculating Federal COVID-19 Paid Leave for Illness, Distance Learning

How much time is an employee entitled to under federal COVID-19 law if he needs to stay home to supervise distance learning for his children but previously took time off for his COVID-19 illness?

Recapping the specifics of your situation: One of your employees used his two weeks of Emergency Paid Sick Leave (EPSL) under the Families First Coronavirus Response Act (FFCRA) in May when he was infected with COVID-19. He then came to you to say that he needs to stay home and watch over his children who are required to utilize distance learning for their schooling this year. You know that the FFCRA provides time off for this type of leave, but want to know how much time your employee is entitled to use.

Two Forms of Paid Leave
The FFCRA provides two forms of paid leave:

EPSL and Expanded Family and Medical Leave (E-FMLA).

- The EPSL gives employees two weeks of paid time off for six reasons. Those reasons include being advised by a health care provider to self-quarantine due to reasons related to COVID-19 and to stay home to care for children whose school is closed, or for whom child care is unavailable due to COVID-19 reasons.
- The E-FMLA provision of the FFCRA provides up to 12 weeks of time off to care for children whose school is closed, or for whom child care is unavailable due to COVID-19 reasons. Only 10 of the 12 weeks of time off are paid under the E-FMLA. The first two weeks of E-FMLA is unpaid.

However, an employee can choose to use his/her EPSL paid time during the first two unpaid weeks of E-FMLA leave, in which case the employee would be entitled to only a total of 12 weeks of time off under both provisions of the FFCRA.

Specific Situation
In your situation, the employee had previously used his two weeks of EPSL; thus, that time is not available for him to use now that he has to stay home to watch his children.

As a result, he is entitled to 12 weeks of time off to care for his children while they cannot go to school, but the first two weeks of this latest leave will be unpaid.

If he has it available, the employee can use accrued paid time off (PTO) or vacation time during the two unpaid weeks of his leave. In total, this employee will receive 14 weeks of time off — the two weeks used in May under the provisions of the EPSL and 12 weeks now under the E-FMLA.

HRWatchdog Staff Contact: David Leporiere

COVID-19: New Exposure Notice Requirements

CalChamber Executive Vice President and General Counsel Erika Frank and CalChamber policy advocate Robert Moutrie recently discussed California's new COVID-19 workplace exposure reporting law, which goes into effect on January 1, 2021.

In September, Governor Gavin Newsom signed AB 685 (Reyes; D-San Bernardino), which among other requirements, mandates that employers give employees and public health agencies notice of COVID-19 exposures that happen at the workplace, starting January 1, 2021.

Moutrie cautions that the requirements set forth in the new law can be onerous and recommends that employers consult with their legal counsel as soon as they can to ensure that their company is in compliance with the new law come January 1.

Employee Notice
AB 685 requires three types of information be sent to employees — notice of exposure, information about leave policies and information regarding "disinfection and safety plans." Additionally, the three notice types required will need to be provided to three different groups of employees. Employers will need to determine who will be required to get a notice, what type of notice those employees will get and how the notice will be delivered to those employees within a business day, Moutrie explains.

The law requires that the following groups of employees receive notice of COVID-19 exposure in the workplace within one business day of when the employer received notice of potential exposure:

- Employees who were at the worksite where a potentially sick employee or member of the public was;
- Any employee who may have been exposed;
- All employees in charge of cleanup procedures.

Moutrie points out that some definitions, such as the second category, which states that "any employee who may have been exposed," are overly broad and he is hopeful that clarification will be given in the coming months via "cleanup" legislation.

Notice must be given in writing and not just given orally. The written notice may be given in the way that the employer normally communicates with its employees, Moutrie says. For example, if an employer normally communicates with its employees via email, an email detailing the exposure may be sent out, accompanied with attachments to the company's leave policies.

Moutrie stresses that the timeline to send out these notices is tight — just one business day. So, it is important that employers identify the affected population groups quickly, preferably with the aid of legal counsel.

Notice to Public Agencies
Employers also will be required to provide local public health agencies notice of a workplace "outbreak," which is currently defined as three workplace exposures within a two-week period, Moutrie tells listeners.

Another problematic aspect of AB 685 is that it relies on the definitions given by the U.S. Centers for Disease Control and Prevention (CDC) and California Department of Public Health (CDPH), which may change at any time. For example, he says, the CDC may change what constitutes a positive test, and that will affect the requirements set forth in AB 685.

Employers and legal counsel will need to keep an eye out for definition changes to ensure compliance, Moutrie stresses.

Using the notice that employers give to the CDPH, California will be publishing COVID-19 outbreak data, but it is not yet clear how the state will do so, Moutrie says. The state may choose to reveal outbreaks by address or it may aggregate the data and reveal outbreaks regionally.

Unclear Language
AB 685 contains unclear language that Moutrie says will hopefully be cleared up in upcoming "cleanup" legislation. As mentioned previously, some definitions are vague and inconsistent.

For example, the present text requires employers to provide certain notice to all employees who "may have been exposed," which is not defined. Also, while AB 685 requires that employers provide employees with the CDC's "disinfection and safety plan," the CDC does not have a "disinfection and safety" plan. The agency does, however, have a "cleaning and disinfecting" plan, related to cleaning areas that have been exposed.

This is one of the reasons employers should consult with legal counsel, Moutrie points out.

"Issues like that are going to make things really hard for a small businessperson on their own to just figure out what to do," he says.

Exemptions
AB 685 exempts medical facilities that are specifically treating individuals with COVID-19 from reporting exposures to public health agencies. So, for example, a chiropractic office would not qualify for the exemption, but a hospital would be exempted.

The exemption applies to the patients at the facility — if a staff member becomes infected, then the employer falls out of the exemption and will need to abide by the reporting requirements, Moutrie explains.

Next Steps
In order to prepare for these new requirements, Moutrie recommends that employers reach out to legal counsel, and begin setting up a mechanism of notification to ensure that notices can be sent out within one business day. Employers can begin setting up mailing lists and write up notice templates ahead of time. Now is also a good time to designate someone in the company to be in charge of sending out these notices, he says.

- CalChamber HRWatchdog

You Can Submit Your Event Online!

Did you know that the Chamber keeps a community calendar of events? El Dorado County events can be submitted to <http://visiteeldorado.mhssoftware.com/EditItem.html>. Once approved, your event will appear on the online calendar at www.visiteldorado.com and also printed in the Voice of Business newsletter as space allows.



We also are continuing our distribution of free PPE's (personal protective equipment) for your business with 25 or fewer employees. We have hand sanitizer and masks. Please call 530-621-5885 in advance to make your request.

FREE HALF CHICKEN!
(a \$6.00 value)
When you buy our RIB ROUND UP OR FAMILY PACK
CARRY-OUT ONLY.
Both include pint of Potato Salad, Coleslaw & Beans
BACK FORTY
676-4040



NEW LAW REQUIREMENTS:
STARTING JANUARY 1, 2019
California law requires employers with 5 or more employees to provide sexual harassment prevention training to all California employees:

- Two hours of training to supervisors
- One hour of training to nonsupervisory employees
- Once every two years and within six months of hire or promotion

Minimum employee count of "5" covers seasonal and temporary hires, including independent contractors.

NOTE: A new bill signed by Governor Newsom on August 30, 2019 extends the compliance deadline to January 1, 2021.

USE ON SMARTPHONES TOO
When you assign seats, your learners can take their courses on most smartphones, plus enjoy other enhanced features.

ABOUT CALCHAMBER
CalChamber is the largest, broad-based business advocate, working at the state and federal levels to influence government actions affecting all California business. As a not-for-profit, we leverage our front-line knowledge of laws and regulations to provide affordable, easy-to-use compliance products and services.



NEW LAW REQUIRES SEXUAL HARASSMENT PREVENTION TRAINING FOR ALL EMPLOYEES

Businesses with five or more employees must provide training to all staff



The Chamber is Here to Help You Become Compliant!

THE EL DORADO COUNTY CHAMBER has partnered with CalChamber to provide you with access to harassment prevention training at a 20% discount.

CalChamber's program makes it easy to effectively train employees and meet your compliance obligations. The interactive online courses are affordable, easy to manage, and hassle-free to set up through their helpful customer support specialists. HR managers can purchase training for each employee, assign it to each employee by email and manage which employees have completed the training.

- Some Key Product Features**
- Interactive learning through scenarios, quizzes and more
 - Option to take the self-paced course in English or Spanish
 - Can be used on desktops, tablets, and most smartphones
 - Tracked learner progress (start and stop at any time)
 - Countdown timer tracks 2-hour supervisor and 1-hour employee requirements
- Full course details and description is available through the website.

Supervisor Retail Rate	Discount Rate	Nonsupervisor Retail Rate	Discount Rate
\$43.99	\$35.19	\$25.99	\$20.79

In order to receive the 20% discount you must use the link from the El Dorado County Chamber. The discount will then be applied at checkout.

Visit www.eldoradocounty.org to get started.

CARBON COPY
★ Over 25 Years in El Dorado County! ★
Your LOCAL SOURCE for Multi-Functional Copiers/Printers that do it all!

- New & Refurbished Machines
- Customer care is our priority!

Simple, Affordable Monthly Programs!

KYOCERA Copystar SAMSUNG hp Canon BELL brother

559 Main St. • Placerville • 800-626-3166
JACKSON AUBURN SACRAMENTO
209-223-3734 530-885-1960 916-923-1919

Kooy pest control
Complete Pest Control Service
530-626-6774
\$25.00 Off Any Service
New customers only

BREAKER GLASS Co., Inc.
WE'RE YOUR AUTOMOTIVE GLASS SPECIALISTS!
Thanks for Voting us #1 2006 - 2012
Kevin Brown
Past County Chamber President 2006
UP TO \$50 OFF YOUR DEDUCTIBLE (with Insurance Claim)
530-626-3795
131 Placerville Drive, Placerville

Terrie Y. Prod'hon
CERTIFIED PUBLIC ACCOUNTANT

- Bookkeeping, Accounting & Billing Services
- Financial Statements & Cash Flow Analysis
- Tax Planning & Tax Return Preparation
- Estate Tax Planning & Preparation
- Trust Management & Accounting
- Payroll Processing
- Hardware & Software Selection & Implementation
- Computer Consulting, Training & Support

530-622-1731 916-933-2164
FAX 622-7241 FAX 933-7745
748 Pleasant Valley Rd., Ste. 300 985 Governor Drive
Diamond Springs, CA 95619 El Dorado Hills, CA 95762-4231